

Job Title: Social Service Clinician I

Agency: Department for Community Based Services Protection and Permanency

Education: University of Louisville Master of Science in Social Work, Master of Public Administration
with specialization in Non-Profit Management

University of Louisville Bachelor of Science Sociology and Bachelor of Science Pan African Studies

Work Experience: Child Protective Services Investigator- Neighborhood Place Barret Ave.

PM Assessor for Child Protective Services

Centralized Intake Jefferson County Child and Adult Abuse Hotline

Why I Am a Candidate

I am a candidate for the Personnel Board because I recognize the importance of having an ethical and prepared workforce to serve the people of the Commonwealth. As we strive towards excellence, employees need a fierce advocate who understands the complexities of being a public servant. Over time I have listened to the personal grievances of my co-workers and read too many negative public-interest stories concerning State Employees that shone us in a less than favorable light. The employees I see working for the Commonwealth are some of the most hardworking and loyal people one could ever meet. If the time comes that there is a need to utilize the service of the Personnel Board an appellant can take comfort in knowing that there is a fellow employee on the Board who will take the time and care to give each case a fair and thorough review without bias. My advanced study of Public Administration lends itself to analytic comprehension of policy and the translation of those policies into everyday administrative practices and decision making.

Throughout my twelve years of service, in the interest of my colleagues and myself, I have testified before the House Health and Welfare Committee, participated in Kentucky Employees Health Plan (KEHP) research panels and volunteered for numerous employee workgroups. We need modern

perspectives on personnel issues in the Commonwealth that acknowledges the many changes in technology and budgets that have so deeply impacted how we do our jobs on a daily basis. During my tenure as a merit employee, the scope of the daily tasks in my position included participating in numerous adjudications of dependency, abuse and neglect cases which are important as a potential Personnel Board member must thoroughly understand legal documents and case filings brought in each hearing. Recognizing some of our concerns and grievances are similar, there are many issues specific to each merit employee's position that must be carefully considered to understand each case at hand. While I live in Jefferson County, I grew up in a small town and I understand that in smaller counties throughout the state we sometimes can all follow the same rules and do things differently which means a lot when it is time to state your case. I want to be the board member that can depended on to be a consistent and true representative for all merit employees whether from Pikeville or Bowling Green or somewhere in between.

Additional Comments:

As a Social Worker by profession, The National Association of Social Work Code of Ethics holds me to specific responsibilities to a host of stakeholders. Ethical responsibilities to my colleagues includes tasks from participation in mediating labor management disputes to making a commitment to my employer to work to prevent and eliminate discriminatory practices as well as policies and procedures that impede effectiveness and efficiency in service delivery. It is easy to sit back and complain about all that is wrong. It is time that we make the Personnel Board take serious the complaints that the everyday merit employee is having. We don't benefit from the perception that we are lazy and overpaid and only we know how hard it has been over the last few years to be state employees. Every small thing you can do like sending this ballot

back is letting the leadership know that we are paying attention. I won't bore you with a long diatribe about me or any political speech because this is so much more important than that. Bill Cosby once said, "There is no labor a person does that is undignified; if they do it right," and I believe this to be true. I want to represent all of you as a member of The State Personnel Board because I am capable and empathetic to the plight of each person who has done their job right and who will appeal to the board for arbitration.